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99th Congress

OLL 85-1129  
9 April 1985

MEMORANDUM FOR: Federal Women's Program Manager  
Office of Equal Employment Opportunity

VIA: Chief, Liaison Division  
Office of Legislative Liaison

FROM:   
Liaison Division  
Office of Legislative Liaison

SUBJECT: Legislation of Interest to Women

1. You requested Claudine Schneider's (R., RI) recent statement on this subject. It is not available. She spoke from informal notes, not typed text. Here, however, is an overview of the issues of particular interest to women that the 99th Congress will be considering:

Pay Equity

2. Rep. Mary Rose Oakar (D., OH), Chairwoman of the House Subcommittee on Compensation and Employee Benefits, is conducting hearings on her bill, H.R. 27, which would mandate a study of pay equity in the Federal sector. Pay equity involves alleged sex-based discrimination in the Federal job classification system. It holds that employers should pay the same salary for jobs of equal value to the organization regardless of the nature of the jobs themselves. Proponents believe the current system discriminates primarily against women who are clustered in low-paying jobs where they earn an average 63 cents on the dollar earned by male Federal employees. Senator Ted Stevens (R., AK) has a companion bill in the Senate and will also hold hearings.

Pay Equity Enforcement Act

3. Also sponsored by Representative Oakar, this legislation would mandate that the EEOC, and the Departments of Justice and Labor, report to the Congress and the President detailed information on the number of pay discrimination cases filed, the number processed, and the nature of the complaints. It would also set up an EEOC educational program on eliminating sex-based wage discrimination from private-sector pay systems.

### Civil Rights Reformation Act

4. This measure would restore the broad scope of coverage of, and clarify the application of, Title IX of the Education Amendments of 1972. You will recall that a Supreme Court Decision (Grove City College) narrowed the law. The House passed this bill last year by a very wide margin; the Senate never got to it in the hectic days that ended the last Congressional session. The proposed change involves Federal grants to academic institutions. For example, the Supreme Court interpretation is that if a college's tennis department excludes women from participation, that department will not receive Federal grants. The original interpretation, and the Congressional intent, is that no Federal grant should go to the College or any department therein if there is discrimination in any of the departments.

### Tax Changes

5. This is a complicated area. Two changes being discussed are granting tax credits for dependent care/day care, and allowing homemakers to contribute to IRA accounts with tax benefits.

### Private Pension Reform

6. The issues being considered include integration with Social Security, decreasing the number of years required for vestment, and features to improve portability. Also under consideration is a change in the formula for combined (husband and wife) earnings for Social Security benefits.

### Insurance

7. This is a double-edged sword. As you know, men and women, depending on the age group, often pay different rates for health insurance, life insurance, and automobile insurance. In some instances, women pay less than men and vice versa. To bring total equality between the rates may mean that women will be paying more in the long run.

8. I doubt that we will see many other issues of direct concern to women being considered this year. In particular, we will not see attempts to broaden other benefits or entitlements that relate exclusively to women as long as concern over the deficit remains strong.

9. By the way, there are the same number of women in the House and in the Senate this Session as there were last year: 22 women were elected to the House in 1982 and in 1984, and Nancy Landon Kassebaum (R., KS) and Paula Hawkins (R., FL) continue to hold Senate seats.

10. In the event your Program would be interested in sponsoring a woman from Congress as a guest speaker at some future time, I have been looking for a possible candidate; someone who would attract and engage a full audience of men and women. To this end, it would be advisable to invite such a speaker to address their particular area of expertise (an area of interest to CIA people but unrelated to sensitive political issues), and to ask questions about the challenges faced by women elected to Congress. To be sure, every one of them would have tough tales to tell.

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